

2022 Scorecard

Path Ahead Ventures

Key Performance Indicator (KPI)	2020	2021	2022
% of brands in assortment owned or led by founders of color	2.3%	2.9%	4.8%

Greenhouse gas emissions

Key Performance Indicator (KPI)	2020	2021	2022
Direct emissions - scope 1 (metric tons CO ₂ eq)	3,995	4,663	5,862
Purchased energy emissions - scope 2 location-based (metric tons CO ₂ eq)	26,792	26,201	24,985
Purchased energy emissions - scope 2 market-based (metric tons CO ₂ eq)	0	0	0
Value chain emissions - scope 3 (metric tons CO ₂ eq)	1,133,505	1,323,748	1,443,570
Total emissions (metric tons CO ₂ eq)	1,164,292	1,354,612	1,474,417
Emissions intensity (total metric tons CO ₂ eq/\$MM revenue)	423	364	371

Energy

Key Performance Indicator (KPI)	2020	2021	2022
Total purchased grid electricity (MWh)	59,468	59,431	63,357
Total purchased electricity from Green Tariff programs (MWh)	10,382	11,088	10,810
Total solar power generated (MWh)	5,766	4,600	5,378
Total electricity consumed (MWh)	75,616	75,118	79,544
Energy intensity (total MWh electricity consumed/\$MM revenue)	27	20	20

Waste

Key Performance Indicator (KPI)	2020	2021	2022
Percentage of operational waste diverted from landfill	78%	83%	84%
Waste diversion intensity (total tons of diverted operational waste/\$MM revenue)	4	4	5

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Product sustainability

Key Performance Indicator (KPI)	2020	2021	2022
Percentage of brands (as a % of prior year sales) that measure their greenhouse gas footprint and have emissions reduction targets in place	Not measured	65%	70%
Percentage of <i>all</i> products (as a % of sales \$) REI retails with a low-carbon attribute	18.9%	23.5%	31.8%
Percentage of <i>Co-op Brands</i> products (as a % of sales \$) REI retails with a low-carbon attribute	36.5%	49.3%	55.6%

Governance: [Board of Directors](#)

Key Performance Indicator (KPI)	2020	2021	2022
Percentage: Total board seats occupied by women	38.5%	38.5%	38.5%
Percentage: Committee chairs occupied by women	25%	50%	50%
Percentage: Total board seats occupied by independents	100%	100%	100%
Are vendors or suppliers required to follow a code of conduct?	Yes	Yes	Yes
Racial representation of board of directors	N/A	White: 63.6% Black/African American: 9.1% Asian: 18.2% Hispanic: 9.1%	White: 61.5% Black/African American: 15.4% Asian: 15.4% Hispanic: 7.7%

Philanthropy & advocacy

Key Performance Indicator (KPI)	2020	2021	2022
Number: Individuals engaged in systemic change via the Cooperative Action Network	N/A	48,000	78,000
Dollars invested in strategic non-profit partners*	\$6.3M in 400+ nonprofit partners	\$7.1M invested in over 450 nonprofit partners	\$6.9 million invested in 503 nonprofit partners

*For information on the complementary work of the co-op's public charity – the REI Cooperative Action Fund – go to www.REIFund.org